

TRAIN & MULTIPLY®

INTRODUCTORY WORKSHOP

A training manual for those who introduce T&M® into pastoral mentorship chains for continual multiplication



Revised March 4, 2013

Train and Multiply: Introductory Workshop

was edited by Galen Currah

March 2013

galencurrah@trainandmultiply.com

with material adapted from George Patterson and others

georgep@peopleofyes.com

Permission is granted to edit, translate, reproduce or distribute this manual, free or for sale.

Train & Multiply® (T&M®)

is copyright © Project WorldReach and © SEAN

www.trainandmultiply.com

Seven guiding principles and practices underlie this manual:

1. Obey and teach the commandments of Jesus Christ above all else.
2. Mentor church planters and pastoral leaders in generational training chains.
3. Integrate evangelism and church planting with pastoral training.
4. Teach abstract doctrine through practical action in cells and congregations.
5. Employ and advocate for cost-free methods in evangelism and church planting.
6. Empower apprentice leaders to exercise every right that their mentors enjoy.
7. Test every idea and action by express teachings of the New Testament.

Contents

What this manual does	6
<i>Origin.....</i>	6
<i>Purpose.....</i>	6
<i>Usage</i>	6
<i>Work groups.....</i>	6
<i>Methods.....</i>	6
Before a workshop starts	8
1. Introduce the workshop.....	9
Elephants and Rabbits.....	10
2. Train leaders to fulfill pastoral duties	11
New Testament duties of church elders	11
<i>Towards the world.....</i>	11
<i>Towards the Word.....</i>	12
<i>Towards believers.....</i>	12
<i>Towards fellow leaders.....</i>	12
3. Train leaders for essential church ministries	13
Ministries commanded by Jesus.....	13
Checklist of Essential Christian Ministries	14
4. Train leaders who share authority.....	15
Three levels of authority in NT churches	16
5. Train leaders in multi-generational chains	17
6. Train by modeling seven mentoring elements	19
Jesus' mentoring practices.....	19
Seven steps of a pastoral mentoring session	19
7. Train with materials suitable for mentoring.....	21
8. Train leaders to spread the Good News	23
Hold regular evangelism training seminars.....	24
9. Train leaders to make reproductive disciples	25
Church practices that enhance disciple-making.....	26

10. Train leaders for church reproduction	27
11. Supervise many levels of mentors.....	29
Seven levels of mentored church leadership	30
12. Monitor pastoral training outcomes	31
13. Train leaders to face persecution	33
Elements of secret church gatherings.....	34
14. Enroll trainees in Train & Multiply®	35
Duties of mentors	35
Duties of enrolled apprentices.....	36
15. Uphold biblical qualifications of elders	37
Three levels of maturity (1 John 2:12-14)	37
Qualifications of church elders	38
Appendices	39
Integrate abstract doctrine with action plans	39
Announce the original, apostolic Good News	40
Hold regular discipleship-training seminars	41
The Pauline Cycle from Acts 14:21-24	42
Introduce elements of NT church worship (Acts 2:42)	42
Common practices in church-planting movements	43
Glossary of special words.....	44

What this manual does

This manual consists of fifteen modules that deal with topics and activities that have proven helpful to mentors and their apprentices. See the glossary of special words in the appendices, for these explain many of the concepts discussed herein.

Origin

This manual grew out of ten years of training church planters and pastoral leaders in more than thirty countries. It deals with rapid, reproductive ways in which to make disciples in new cells and young congregations, by training up shepherds for those new churches.

Purpose

This manual serves as a guide to any who train church planters and elders in how to train up new workers, employing *Train & Multiply*® principles and materials, in a ministry of planting and multiplying cells groups and churches in neglected regions. The topics have helped some participants to launch new training ministries that have led to rapid church multiplication.

Usage

Follow any of the 15 training sessions, in any order, to meet the needs of participants. Each session should last about one-hour. Present these sessions as (1) an intensive two or three-day workshop, or (2) a series of sessions on different days. If any participants intend to present a similar training to others, then supply them with copies of this manual and sample *T&M*® study booklets.

Work groups

If there are more than six or more participants, have them form little work groups in which members will read, discuss and apply ideas, together. If they are willing, then let these groups act as temporary cell groups and choose a “shepherd” who will serve the group.

Methods

Try only to employ methods in this training that the participants would be able to imitate in training others also (2 Tim. 2:2). Avoid electronic equipment, unless participants will have similar equipment

when they train others. Rather than teaching concepts to participants, this manual recommends that they discover ideas from the Bible, then discuss how to apply those ideas.

Topic. The title of each module introduces a discrete topic related to mentored training.

T&M booklet. Most modules recommend a study booklet from the *T&M* materials.

Learning objective. Describe what each participant should be able to do by the end of this session.

Key verse. A Scripture text points to a biblical truth or practice that underlies the module's topic.

Opening skit. Just before the session, find a volunteer or two who will help you act out a short, humorous drama of less than one minute. Tell them the idea and let them express it in their own words. In some cases, ask the participants to answer anything that the actors said.

Bible discovery. Assign one or more recommended Bible passages to the work groups. Each group is to read the text together, and try to answer the question that is provided. Allow one to seven minutes for this exercise. Next, ask the "shepherds" or a volunteer in each group to report, to the whole workshop, one idea in reply to the question. After each group has reported one idea, then groups may report other ideas. In this way, every group can contribute. This method will usually discover many important biblical ideas related to the topic.

Discussion: Summarize the work group ideas and add to them any points that they may not have reported. Tell the reasons, you believe, the topic is important and how it leads to training new workers. Allow participants to share their ideas to pose any questions. If any prove contentious, do not argue with them; rather, affirm their ability to apply the topic with their Lord's help.

Demonstration: Some topics recommend that you demonstrate a technique or skill.

Exercise: Some topics ask the participants to practice the technique or skill.

Group work: Group members will incorporate the topic into their plans, and pray for each other and their ministries. They will also

draw maps that show where the plan to send workers to start new cells and congregations.

Before a workshop starts

Venue. For best results, do not meet in a chapel that has unmovable benches. Rather arrange for participants to sit in a semi-circle for each session, and in little work groups for discussion and prayer.



Participants. Choose as participants only persons who train church planters and elders, or who are about to start doing so. Choose as a workshop presenter an experience trainer who is familiar with the T&M practices and materials.

Training churches. If the work groups are to serve as temporary little churches, then (1) have members pray together to invite Christ into their midst (Matt. 18:18-20); (2) appoint an “elder” in each church (Acts 14:23); and (3) have them take the Lord’s Supper together in a simple manner that you will show them beforehand.

Materials. Procure and produce enough T&M materials for each participant. If you do not have a license for the entire set of materials, then download the samples which are available on the web site: www.trainandmultiply.com

Topics. Present only those topics that the participants need to learn or to review. You may present the topics in any numerical order.

Closing. At the close of the final day of the workshop, have all the participants lay their written plans and maps before the Lord. Ask everyone to spend some minutes praying to God to honor their plans, to raise up new leaders, and to bless neglected populations.

1. Introduce the workshop

Learning objectives: Participant will conduct interactive workshops, like this one, for mentors of pastoral leaders who employ *Train & Multiply*[®].

T&M studies: 18 The Lord's Supper

Key verse: "See that you fulfill the ministry that you have received in the Lord." *Colossians 4:17*

Explain: This workshop will neither train leaders nor plant new churches. Rather it will be workshops that you will hold that will lead to many new shepherds and churches. Expanding churches require two training tracks, formal education like our schools, and another to keep churches reproducing through leaders whom you will mentor and supervise.

Explain: Describe how this workshop will operate. Distribute copies of this manual and copies of any sample T&M studies.



Work groups will plan how to implement ideas.

Opening skit: Introduce Reverend Tradition and explain that he will sometimes critique the ideas presented in this workshop. Tradition objects, "Only our denominational bible institutes are qualified to train ministers. Pastors must uphold the highest standards of excellence in ministry. Thus, this workshop is unnecessary and illegitimate."

Discussion: Ask participants to answer Mister Tradition. Explain that for the first 1000 years of the church, there were no bible institutes, and most ministers were trained on the job.

Discussion: Ask how many new churches and cell groups are needed in this country. Ask how many pastors and church planters the schools graduate each year.

Discussion: Every growing Christian movements requires two training tracks, (1) *schools* that educate students, and (2) *mentors* who train apprentices on the job for rapid multiplication.

Discussion: What are the strengths of big Congregations? What are the advantages of cell groups? Observe that cells serve as little churches within big churches, and that big churches normally start out as a cell group before they grow big. Why should elephantine churches plant rabbitine ones?

Elephants and Rabbits



Mature in 15 to 18 years
1 baby per pregnancy
Fertile 4 times a year
22-month gestation
Family of two can become three in three years



Mature in 4 months
Average 7 babies
1-month gestation
Family can increase to more than ten million in 3 years

Exercise: Have participants form themselves into work groups of three, four or five. Have each group choose a shepherd. Appoint those shepherds and pray aloud for them.

Bible discovery: Have all groups read **Acts 20:4-7** and answer together this query: **“What was unusual about this event?”**

- Workers came from several regions.
- They stayed at least two days.
- They celebrated communion together.
- Their discussions lasted for many hours.
- It was like this workshop!

Summary: This workshop’s interactive methods include group bible discovery and reporting. Work groups members make plans to implement in their ministry.

Group work: **(A)** Pray for this workshop, that each one will receive wisdom from God for his ministry.

(B) If time permits and participants are willing, then declare that their work groups are temporary, little churches, and celebrate the Lord’s Supper in each group.

2. Train leaders for pastoral duties

Learning objectives: Fulfill biblical duties of elders.

T&M studies: Sample Student activity guide, pages 18-29; 49 Let's pastor god's flock

Key verse: "Shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock." *1 Peter 5:1-4*

Skit: Mr. Tradition objects: "If I shared my authority with laymen, they would introduce bad doctrine, there would not be enough money, they would split the church, things would get out of control, and persecution would flare up." (Answer each objection by noting how mentoring prevents such problems.)

Bible discovery: Have each work group read together different passages: **(A)** Acts 6:1-6; Acts 20:28-31; Acts 15:6-7, 22-23;

(B) Romans 12:6-8; Ephesians 4:11-12; Philippians 4:1;

(C) 1 Thessalonians 5:12-13; 1 Timothy 3:1-13; 4:11-13; 5:17;

(D) 2 Timothy 2:1-5; Titus 1:7-9;

(E) Hebrews 13:17; James 5:13-12; 1 Peter 5:1-5.

Have them answer this question: "**What are some biblical duties of elders?**"

Answers: Affirm all biblical answers, especially the following:

(A) Devote to the word & prayer, appoint workers;

(B) serve teach exhort, build up, help women agree;

(C) admonish; be hospitable, teach, manage; be examples, read, exhort, teach & preach;

(D) train others, work hard, be sober, instruct, rebuke;

(E) keep watch, confess and pray, restore; shepherd, be examples, remain humble

New Testament duties of church elders

Towards the world

- Witness for Christ
- Make disciples
- Send out workers

Towards the Word

- Preach, teach, exhort
- Read Scripture in public
- Plan worship

Towards believers

- Care for their practical needs
- Provide pastoral counsel
- Serve the Lord's Supper and Maintain Discipline
- Mobilize all to serve one another by their spiritual gifts
- Organize Christian education
- Restore the Fallen

Towards fellow leaders

- Share Responsibilities amongst elders
- Train leaders of new cells and churches
- Lead as models

Discussion: How well could any one man fulfill all these pastoral duties? Observe that pastors can accomplish more of these ministries by training men as assistant shepherds or as leaders of cell groups.

Optional skit: Appoint a shepherd who must defend his flock against wolves who try to eat (touch) sheep before he can kill (touch) the wolves. After half a minute, see how many sheep remain alive. Next, have him appoint two apprentices who also can kill wolves. After half a minute, see how many wolves and sheep remain alive.

Discussion: Ask: "(a) What are some pastoral duties in your churches that get neglected because you do not have time or cannot travel? (b) How many men in your church could you mentor to help perform some pastoral duties?"

Summary: The New Testament specifies the tasks of elders. Experienced elders are to train up new shepherds and leaders. Pastors can expand their ministry by mentoring assistant leaders.

Group work: **(A)** Review pastoral duties in your churches that sometimes get neglected because of a lack of time. **(B)** Tell the names of some laymen whom you will invite to serve as an assistant while you mentor them. **(C)** Note their names in your work plan. Pray for them by name that God call them and enable them.

3. Train leaders for church ministries

Learning objectives: Participants identify essential church ministries that need to be strengthened.

T&M studies: Sample 13 How to pray

Key verse: “We have not ceased to pray for you, asking that you may be filled with the knowledge of his will in all spiritual wisdom and understanding, 10 so as to walk in a manner worthy of the Lord, fully pleasing to him, bearing fruit in every good work and increasing in the knowledge of God.” *Colossians 1:9-10*

Opening skit: A mentor meets with an apprentice and listens to him report about his church and cell groups: “Cells have been meeting throughout the week, but several have dwindled or dissolved. Some say that church services have grown boring; others say that their urgent needs are not being met.

Bible discovery: Have all the work groups read **Acts 2:36-47** and answer this query: **What ministries did the apostles implement in the early church?**

Discussion: Most of the activities mentioned in Acts 2:36-47 relate to commandments given by Jesus to his apostles. Ask participants to identify some. Compare their examples to this list:

Ministries commanded by Jesus

Verse	42 Break bread, Matt. 26: 26
38 Repent, Mark 1: 15	42 Prayer, Luke 6: 28
38 Baptize, Matt. 28: 19	43 Fear, Luke 12: 5
38 Forgive, Luke 24: 47	43 Miracles, 10 Matt.: 8
38 Receive the Spirit, John 20: 22	44 Believe, John 14: 1
40 Call, Matt. 22: 9	45 Sell, Mark 10: 21
40 Testify, Acts 1: 8	45 Share (give), Luke 6: 38
40 Keep the Word, John 14: 23	46 Every day, Luke 9: 23
41 Make disciples, Matt. 28: 19	46 In houses, Luke 9: 4
42 Teach, Matt. 28: 20	46 Joy, Luke 10: 20
42 Fellowship (love), John 15: 17	47 Praise (love) God, Matt. 22: 37

Discussion: What are the ministries that the Bible requires of churches? Affirm all answers, especially the following:

Checklist of Essential Christian Ministries

- Evangelism
 - Prayer
 - Heal the sick and oppressed
 - Family devotions and spiritual warfare
 - Good stewardship of God's gifts
 - Counsel those who have personal or family problems
 - Strengthen marriages and family life
 - Correct and restoring offenders
 - Care for the needy
 - Teaching and applying the Bible
 - Train shepherds by mentoring them
 - Organize to let all members have a gift-based ministry
 - Promote fellowship within church bodies and between them
 - Watch over the flocks and ward off wolves
 - Worship Almighty God
 - Reproduce as daughter churches
 - Train and send gospel workers to neglected regions
- Adapted from O'connor, Patrick, Reproducible Pastoral Training (Pasadena: Wm. Carey, 2006).

Discussion: How many of your church members are able to have a ministry? Does the Holy Spirit distribute spiritual gifts to all believers? To the uneducated? To women? To believing youth and children?

Summary: No church is fully mature until it is practicing all the ministries required by the NT. Mentors train their apprentice leaders to introduce each of these ministries in their churches.

Group work:

- Identify which essential church ministries need to be strengthened in particular churches.
- Name which pastors and leaders you will mentor while they develop those ministries. P
- ray for these individual by name.
- Write these ideas in your plans.

4. Train leaders who share authority

Learning objectives: Lovingly seek to make apprentice workers successful.

T&M studies: Sample 24 Pastoral training and you.

Key verse: “You, my child, be strengthened by the grace that is in Christ Jesus.” *2 Timothy 2:1*

Opening skit: Mister Tradition meets with his apprentices. He scolds his them for their failures, and he threatens to remove them if they do not follow his orders. “You did not repeat my sermon in your churches. You have allowed unqualified laymen to serve communion. You have appointed shepherds without my approval. You have violated the denominational rules. If this happens again, you will lose your position and your stipend. All authority comes from God, so when you ignore my authority you sin against God!”

Discussion: How well will Mr. Tradition’s assistants perform in the future? How long will they remain loyal to him? How soon will Mr. T.’s church reproduce as new congregations?

Bible discovery: Have each work group read one of the following passages: **(A)** Matthew 10:1-13; **(B)** Matthew 18: Mark 6:7-13, 30; **(C)** Luke 9:1-15; **(D)** Luke 10: 1-9, 17-23; **(E)** 1 Timothy 1:1-5; 2:1-2; **(F)** Titus 1:4-5; 2:1. Have them reply to this query: **What kinds of authority did Jesus and his apostles share with their apprentices?**

Answers: Jesus and the apostles empowered their apprentices to do all that they themselves did!

Power	Authority
Pray for peace	Enter homes
Heal diseases	Proclaim Good News
Deliver from evil spirits	Organize groups & churches
Raise the dead	Appoint elders
Shake dust, warn rejecters	Report on their success
Correct sinners	Bind and loose through prayer
See and hear from God	Christ in their midst

Second skit: While you are talking with your apprentice, Mister Money suddenly arrives. Mr. Money offers your apprentice an education, a salary and a vehicle, if he will come work for Mister Money's organization.

Discussion: When rich foreigners come offer such advantages to your apprentices, why should they refuse him? How can you prepare your apprentices for such attacks?

Discussion: What privileges did Jesus enjoy that he did not share with his apprentices? What pastoral privileges do you enjoy, that you should delegate to your apprentices? How could delegation of more of your authority to you apprentices lead to more rapid church planting?

Discussion: Why did Paul call his apprentice, Timothy, "my child"? Why did Paul include Timothy's name as an author of some epistles? Why did he call Epaphras "our beloved fellow servant"? (Col. 1:7) Paul never called his apprentices his "student," "servant," "helper" or "trainee". Why not?

Three levels of authority in NT churches

Level 1: *Commandments of Jesus and of the New Testament.* Believers are supposed to obey these commandments above all else. For example, Jesus commanded, "Make disciples by baptizing them."

Level 2: *Practices of Jesus and of his apostles that they did not command.* Believers are free to adopt such practices, if they do not offend their culture. For example, the apostles often baptized folk the same day they believed in Christ.

Level 3: *Traditions or rules established by churches and denominations.* Believers may follow such traditions, provided that these do not hinder obedience to Jesus. For example, some churches require new believers to complete a course in denominational doctrine before they can get baptized.

Summary: Jesus and Paul expressed to their apprentices their affection for them. They also trusted them and delegated to them their own authority. When apprentices know that their mentor loves them, they will work harder and they will remain loyal to him.

Group work: **(A)** Identify one or several apprentices whom you can mentor. **(B)** Pray for them by name. **(C)** Plan ways in which to encourage them, in spite of their weakness. **(D)** What should you authorize each one to start doing? **(E)** Write these ideas in your plan.

5. Train leaders in multi-generational chains

Learning objectives: Plan to raise up generations of trainees who serve churches.

T&M studies: Sample 24 Pastoral training and you

Key verse: “What you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.” 2 Timothy 2:2

Paul trained many, including

→ **Timothy** who entrusts to

→ **Faithful men** who are able to teach

→ **Others** also (other faithful men).

Opening skit: Your apprentice reports to you on how his church as launched three new cell groups, and he has appointed a shepherd in each cell. Now, he comes and asks you to start training those three cell group leaders, just as you do him.

Discussion: Should Rev. Wise train workers from his apprentices' church? (No.) How can a pastor raise up scores of workers, hundreds of workers, without working any harder.

Bible discovery: Have the work group members read together **Colossians** 1:1-7; 4:12-17. Have them answer this question: **Who are several persons whom Paul named as a training chain?**

Paul (apostolic church planter)

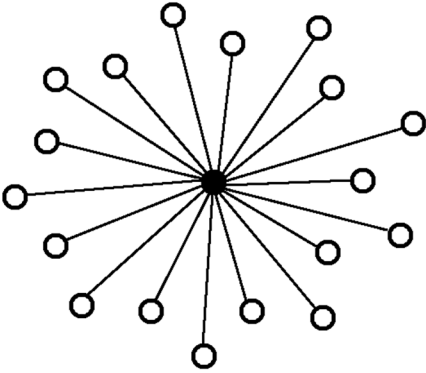
→ **Timothy** (regional church planter)

→ **Epaphras** (local church planter)

→ **Archippus** (local shepherd)

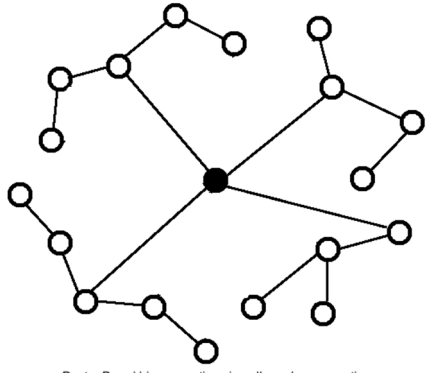
→ **Nympha** (cell group leader)

Demonstration: Form participants into five, four or three groups. Name one of them as Paul. Narrate the story as you move persons between groups, and Paul into prison. Commissioned at Antioch, Paul apprenticed Timothy at Corinth. While Paul was in prison, Timothy led the work in Ephesus. There Timothy apprenticed Epaphras who was from Colossae where Epaphras appointed Archippus as shepherd. This apprentice chain extended to Nympha in Laodicea and on to Hierapolis.



Pastor A and his apprentices in cells and congregations

Pastor A



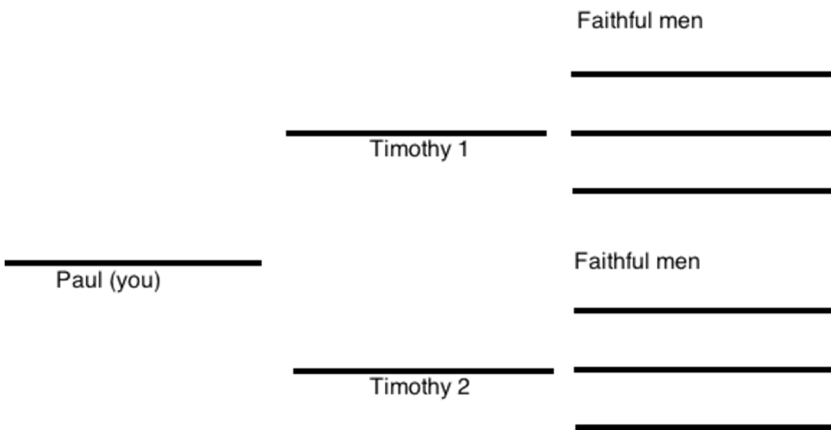
Pastor B and his apprentices in cells and congregations

Pastor B

Discussion: Which pastor will soon be too busy to train new apprentices and start new churches? Pastor A or Pastor B. Tell why.

Summary: The training of new leaders remains a pastoral duty. New churches cannot start any faster than new leaders can be trained to lead them. Four generations of apprentices remains a biblical pattern.

Group work: **(A)** Identify persons whom your apprentices could begin to train. **(B)** Draw a diagram that shows your apprentices and their apprentices. **(C)** Include their names. **(D)** Extend the chains with the names of other potential apprentices, if you know them. **(E)** Start drawing a map of your region. **(F)** Indicate on the map where your apprentices could plant new cells and congregations.



(Successful mentors keep extending mentorship chains through many generations of new apprentice shepherds of new cells and churches.)

6. Train by modeling seven mentoring elements

Learning objectives: Pastors follow seven steps in mentoring their apprentices.

T&M studies: Sample 11 The Holy Trinity; SAG, pages 8-16

Key verse: “The apostles returned to Jesus and told him all that they had done and taught.” *Mark 6:30.*

Opening skit: Opening day at bible school. A student wants help with telling the gospel, but the teacher says that they will study evangelism next year.

Bible discovery: Assign different passages to each work group.

(A) Matthew 10:1, 5-13; 11:1; **(B)** Mark 6:7-13, 30; **(C)** Luke 9:1-6, 10; **(D)** Luke 10:1-7; 17-20. Have them answer this query: **What actions did Jesus take while mentoring his disciples?**

Discussion: Approve all good answers. Point out how Jesus did each of the following:

Jesus’ mentoring practices

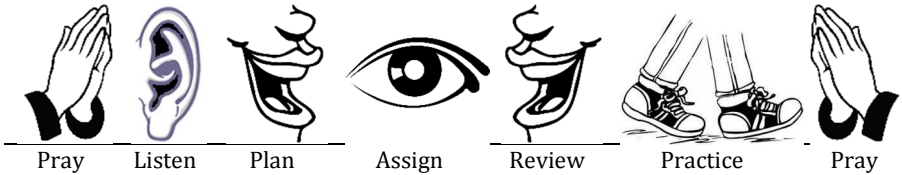
- | | |
|--|--|
| 1. He prayed for his apprentices | 6. He taught them affordable methods |
| 2. He called them | 7. He authorized them to enter homes |
| 3. He shared his authority with them | 8. He made them dependent on their hosts |
| 4. He planned with them where they were to go | 9. He warned them about opposition |
| 5. He instructed them in what they were to do and to say | 10. He listened to their reports |

Discussion: Learn to practice these seven steps of pastoral mentoring.

Seven steps of a pastoral mentoring session

1. Pray for wisdom from God.
2. Listen to your apprentices report on their churches urgent needs.
3. Plan together what they will do immediately in their churches.

4. Assign readings in the Bible and in training materials to follow their plan.
5. Review previous reading, letting the apprentices tell you what they learned.
6. Practice together any new ministry skill.
7. Intercede for others by name.



Demonstration: Conduct an actual mentoring session, or a simulated one. Afterwards, ask participants to identify all the steps you took. Emphasize how you followed each of the steps, except step 5.

Demonstration: Show in the T&M :”Activity Guide” where mentoring is described.

Explain: The next modules will show how to employ T&M training materials as part of mentoring apprentices to start and lead new churches.

Discussion: What are advantages of having apprentices who serve in pairs (two by two). They provide each other with mutual prayer, help, witness, mentoring, chores, encouragement, accountability, spiritual gifts, and so forth.

Summary: Mentor workers in a way that they can imitate in mentoring others. Follow the seven steps in any order. Always listen to apprentices report on their churches urgent needs. Make plans with apprentices that they are to implement immediate in their churches.

Group work:

- Work group members mentor each other by following the seven steps.
- Afterwards, debrief with them about their experience: What was easy to do? Hard to do? Uncomfortable?

7. Train with materials suitable for mentoring

Learning objectives: Obtain training materials for mentoring apprentices.

T&M studies: Sample Student Activity Guide

Key verse: “And I will make every effort so that after my departure you may be able at any time to recall these things.” 2 Peter 1:15

Opening skit: Mister Tradition assigns for a student some long readings from very big books. (Make a pile of books.) The student looks forlorn and says to the participants that he has no time for big books, cannot afford them, and can only read simple words. He then asks them what he should do.

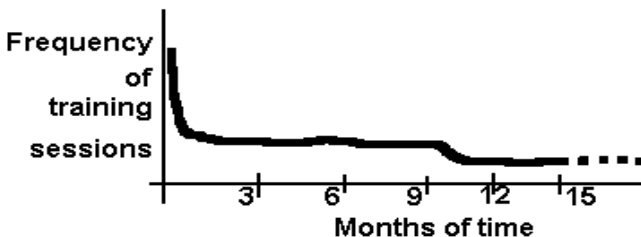
Discussion: What kinds of reading materials would be most helpful to apprentices who are not full-time students.

Second skit: Two clients sit in a restaurant. The server comes and tells them what the must eat today. Ask: Is that how you get a meal in a restaurant? Say, That is how we assign studies in a bible school! Go back to the clients and ask them what they would like to order.

Bible discovery: Have all work groups read **Acts 2:26-47**. Have them answer this question: **What are several ministry skills that church leaders must learn?**

Demonstrate: Show clearly the three T&M menus and their eleven ministry areas, also its indices of topics and titles. Show how to find activity pages and how to employ them.

Discussion: How long will you continue to mentor apprentices? As long as they need it. Usually between nine and 18 months. By then, most apprentices will become mentors to their own apprentices. After that, remain available as a consultant.



Activity Menu - First Level (The Church Begins)

General Ministry Area	Activity	Activity Number	Pastoral Leader Training Booklets
Prayer and Devotional Life	Pray and plan with faith	A1	20 24
	Overcome in prayer	A2	13 25
Evangelism and Church Multiplication	Visit and witness	A3	2 15 16 17
	Baptize and receive new believers	A4	1
	Pray for the sick and demonized	A5	25
	Mobilize all members for evangelism	A6	4 5 8 26 32
Teaching and Discipling	Teach to live the Christian life	A7	7 30 33
	Cultivate love for God and our neighbor	A8	19 21
	Teach to read and apply the Bible	A9	9 14
Organization, Leadership, and Spiritual Gifts	Organize the church and its leadership	A12	3 23
Corporate Worship and Communion	Meet to worship God	A10	11 12 13 18 31 34
	Have family prayers	A11	6
Giving and Serving the Needy	Develop stewardship	A15	3
Fellowship and Church Life	Develop fellowship in the church	A13	21
Pastoral Care, Relationships, and Counseling	Visit and encourage the brothers in Christ	A14	22 29
Pastoral Leadership Training	Enroll new pastoral leader students	A16	24 1-34
Discipling the Nations	Pray for world evangelization	A17	27
Evaluation of Activities	Review and evaluation of First Level	A18	10 28

Discussion: What is the place of teaching theology or abstract doctrine in a mentorship? In an integrated curriculum, such as *Train & Multiply*, theology and doctrine are leaned in order to apply them to practical ministry. In this way, apprentices learn theology just when they need it. See Appendix, “Integrate abstract doctrine with action plans.”

Summary: Listen to apprentices, plan with them, and assign materials that help them to implement their plan. Prepare a menu of materials that will help to choose suitable materials. Know where to obtain materials quickly. Continue mentoring until workers are capable to continue without it, yet remains available to give occasional counsel.

Group work: Practice, in pairs, using the T&M menu. First listen, next consult the menu, the indices and an activity page. If you need more help, ask the workshop presenter.

8. Train leaders to spread the Good News

Learning objectives: Participants plan to lead believers in sharing the gospel.

T&M studies: Sample 5 Effective evangelism; 2 Best News

Key verse: “Thus it is written, that the Christ should suffer and on the third day rise from the dead, and that repentance and forgiveness of sins should be proclaimed in his name to all nations, beginning from Jerusalem.” *Luke 24:45-46*

Opening skit: Two chaps return to their village from an evangelistic crusade. One comments on what they saw (Lights, music, singer, preaching, crowds, amplifiers); the other laments that they could never do the same. They conclude that folk like them cannot evangelize.

Bible discovery: Assign a different passage to each group. **(A)** Luke 24:44-49; Acts 2:22-25; Acts 2:32-38; **(B)** Acts 3:13-15; Acts 3:18-19, 26; **(C)** Acts 5:29-32; Acts 10:38-43; **(D)** Acts 13:28-33, 37-39; **(E)** Acts 17:2-3; Acts 17:29-31; **(F)** Acts 26:18-23; 1 Cor. 15:1-8. Have them reply to this query: **What were the elements of the original, apostolic gospel?**

Discussion: Affirm all good answers, especially those listed in Appendix A.

Second skit: Demonstrate evangelism by extraction. **(A)** Have several participants form a circle; explain that these are family and friends. Pretend to explain the gospel to one of them; let him agree to trust in Christ. Immediately, pull him away from the group and introduce the other participants as his “new family.” Ask the, how likely are his friends and family to trust in Christ. **(B)** Put him back in the circle, hand him a Bible, and explain that he is to explain the gospel to his household. Explain that you will baptize him and his household together, and that they will become a new church.

Bible discovery: Assign a different passage to each group: **(A)** Acts 2:46 à 47; **(B)** Acts 10:24-27, 33; **(C)** Acts 16:13-15, 40; **(D)** Acts 16:29-34; **(E)** Romans 16:3-5; **(F)** Colossians 4:15. Have them answer this query: **In what kinds of places did the apostles often tell the gospel?**

Discussion: Affirm all good answers, especially the following: (A) They evangelized at the temple and made disciples in homes; (B) Cornelius' house with family and close friends; (C) Lydia's house; (D) A jailor's house; (E) Aquila's and Precilla's house; (F) Nympha's house.

Discussion: The apostles often evangelized entire households. Many of these households became churches. Households remain to this day an ideal way to start churches.

Hold regular evangelism training seminars

Discussion: Present some elements of an evangelism training seminar for all believers:

1. Discover in the New Testament, the original, apostolic gospel.
2. Practice telling the original, apostolic gospel, using T&M 2, pictures, songs, poetry or drama.
3. Practice telling in you own words what Christ has done for you and your household.
4. Practice praying for the sick and the oppressed, anointing them in the Name of Jesus.
5. List names of folk to whom you will tell this Good News, this week. Pray for them by name.
6. Report on what happened when you told the gospel to folk last week. Rejoice together.
7. Report any questions or objections folk told you. Learn how to answer them.
8. If folk have repented, then plan to baptize them and practice doing so.

Summary: The original gospel remains the main message. The apostles often evangelized entire households. Avoid "extraction" methods.

Group work:

- Plan to introduce evangelism training in your churches and your various ministry teams.
- Preview T&M booklet #5, "Effective Evangelism."
- Indicate on your map, regions and communities that need to be evangelized.

9. Train leaders to make reproductive disciples

Learning objectives: Participants will plan to make obedient disciples.

T&M studies: Sample 19 Love new Christians; 30 Seven commands of Christ

Key verse: “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you.” *Matthew 28:19-20*

Opening skit: A believers asks Mister Tradition for advice: “My neighbors recently trusted in Christ. How can I help them grow as disciples?” Mr. T replies, “Just have them attend my church and listen to my sermons. Tell them to bring their tithes and offerings every week.”

Bible discovery: Assign a different passage to each work group.

(A) Matthew 28:18-20; **(B)** John 14:15; 15:14; **(C)** Acts 5:27-32; **(D)** 2 Corinthians 10:3-6; **(E)** Hebrews 5:7-10; **(F)** 1 John 5:1-5; **(G)** Revelation 14:12-13. Have them answer this query: “**What is the importance of obedience for believers?**”

Discussion: Explain that Jesus’ final order was to “make disciples” by baptizing folk, then by teaching them to obey Jesus commandments. As soon as folk begin obeying Jesus, they become disciples.

Discussion: Recommend a basic list of Jesus’ commandments for new disciples. For example:

Sample set of Jesus’ basic commandments

1. Love God, love each other, love neighbors and love enemies.
2. Repent, believe the Good News and receive the Holy Spirit.
3. Baptize new believers.
4. Pray using Jesus’ name.
5. Participate in the Lord’s Supper.
6. Give generously.
7. Go, make disciples.

Discussion: If a participant is a good songwriter, then have him write a song that contains this list and teach it to the participants when it is ready.

Discussion: If their culture would appreciate it, then have the participants work up hand gestures or body motions for each commandment; practice them together and plan to teach them in their churches and discipleship seminars.

Discussion: If there is a question about grace and law or about faith and works, then explain that salvation is by faith alone, apart from works of the Old Testament law. The faith that saves us obeys Jesus' commandments, and faith starts with obeying Jesus' commandments to repent and believe the Good News (Mark 1:15).

Discussion: What are some church practices that enhance disciple-making? Affirm all good answer, especially these:

Church practices that enhance disciple-making

- Teach obedience to Christ and the New Testament in the power of the Holy Spirit.
- Let self-supported adults start and lead most new cells and churches.
- In ministry teams and cell groups, include those who have different spiritual gifts.
- Gather around Jesus Christ and the Lord's Supper.
- Have cells and churches maintain fellowship between them, as well as within them.
- Mentor apprentices in generational chains as they start and lead cells and churches.
- Let cells and churches reproduce as soon and as often as the Lord allows them to do so.

Discussion: Hold regular seminars for evangelists and new believers on disciple making. See Appendix: "Hold discipleship seminars."

Summary: Disciples are those who have begun to obey Jesus' commandments. Your main task, as pastoral leaders, is to make obedient disciples. Teach seekers and new believers how to obey a set of Jesus' basic commandments.

Group work:

- Plan to introduce discipleship training in their churches and ministry groups. Include names, venues and dates.
- Plan to conduct such a discipleship training seminars whenever there are new believers or new members in your churches or cell groups.

10. Train leaders for church reproduction

Learning objectives: Participants will lay plans to start new cells or churches.

T&M studies: 51 Let's plant daughter churches; 37 Church planter's guide

Key verse: "He gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ." *Ephesians 4:11-12*

Opening skit: At a church council meeting, one says, "We have much to do this evening, so let's get started." Another interrupts, while scratching his feet, "Before we do that, can we talk about sending someone to start a church amongst the immigrants?" As he continues to scratch his feet, another exclaims, "My nephew just graduated from bible school and needs a job; let's hire him to start a church." Another counters, "We have no money for that. Let the missionaries start churches." Ask the participants, "Whom should the church appoint to start that church?"

Alternate skit: One or more individual say the following, and the participants tell what is their spiritual gift. "Let me read from the Bible and explain its meaning" (teacher). "The Lord Jesus wants to comfort you and strengthen you" (prophet). "Jesus died for your sins and rose back to life to save you. Believe this" (evangelist). "Let's all get together for a time of worship and prayer" (pastor). "Let us reach out to the immigrants and help them start a new church" (apostle).

Bible discovery: Assign a different passage to each work group: **(A)** Acts 2:38-47; **(B)** Acts 6:1-7; **(C)** Acts 9:23-31; **(D)** Acts 11:19-26; **(E)** Acts 12:24-13:3; **(F)** Acts 14:21-24; **(G)** Titus 1:4-5. Have them reply to this query, "**What must church leaders do in order to keep churches multiplying?**"

Discussion: Affirm all good answer, especially these: (A) Evangelize, baptize, teach obedience, meet in home groups. (B) Teach fear of the Lord and comfort in the Holy Spirit. (C) Teach many and make disciples. (D) Send out missionary church planters. (E) Evangelize, make disciples, encourage and appoint elders. (F) Put things in order and appoint elders.

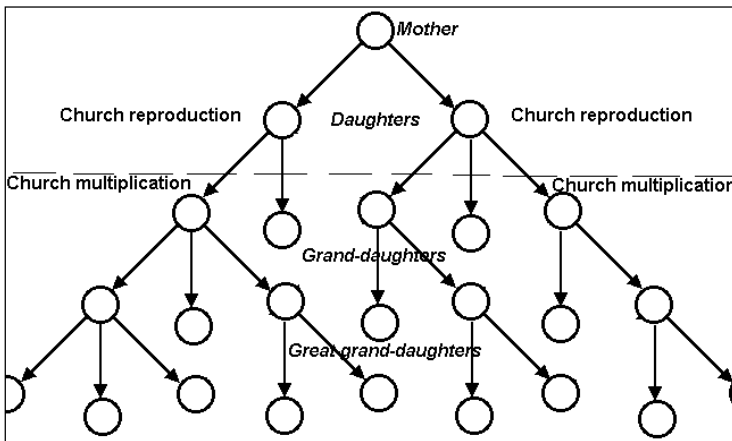
Bible discovery: Have all the work groups read **Acts 14:21-24** and reply to this query: **What steps did Paul follow in starting new churches?**

Discussion: Explain the Pauline Cycle from Acts 14:21-24. See the diagram in Appendix: The Pauline Cycle

Summary: Church leaders must keep on identifying believers gifts, raise up new leaders, send workers, move workers to neglected locations to evangelize, make disciples, organize churches, and appoint leaders in new churches and cells.

Bible discovery: Have all the work groups read **Acts 19:1-10, 20** and reply to this query: **What was the outcome of Paul's reasoning with disciples for two years?**

Discussion: Affirm all good answers. Point out how Paul trained in such a way that twelve apprentices applied their learning in starting cells and churches that reproduced and multiplied into tens and hundreds throughout an entire province of the Roman Empire.



Discussion: How is church planting like biological multiplication of living organisms?

Group work: **(A)** Draw a map of your ministry region. Indicate on the map where churches already exist. **(B)** Ask God to reveal where he wants to start new churches. **(C)** Indicate those places on the map. **(D)** Write the names of individuals whom you will mentor as church planters and pastoral trainers.

11. Supervise many levels of mentors

Learning objectives: Participants plan to organize workers and apply finances wisely for continual growth.

T&M studies: Sample 20 Nehemiah: How to do great things

Key verse: “Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching.”
1 Timothy 5:17

Opening skit: Moses sits giving advice to many folk who are asking him for help. Jethro approaches and chases everyone away. He then scolds Moses for his stupidity. Jethro explains how to organize the population, so that everyone can learn and Moses will not grow tired. Moses exclaims: “Ah, now I do not have to work so hard.”

Bible discovery: Have all the work group members read together **Exodus 18:15-23** and answer this query: **How did Moses organize leaders to serve thousands of households?**

Discussion: Moses adopted Jethro’s advice, and encoded it in Deuteronomy 1:9-18. Leaders empower those they serve to serve others, in turn. Leaders must not be greedy for money. Leaders do not by-pass other leaders. Leaders who work hard and see agreed results should receive financial help, if they need it. New pastors and leaders should not receive a salary, until their churches are able to support them. “The resources are in the harvest.” Big movements to Christ mobilize many grassroots workers who do not depend on funding from outside.

Second skit: Have several individuals stand in queue. At one end is Moses. At the other end, someone asks a question of the person beside him who cannot answer it. He passes it on in the same way, till the question arrives at Moses. Moses answers the question to the person beside him who passes the answer on to the next one, and so on till the answer arrives at the other end.

Discussion: In a disciplined mentorship, no apprentice bypasses his mentor, and no mentor bypasses an apprentice. In this way, all levels learn the question, and they learn its answer.

Discussion: What are the typical levels of supervision in an expanding movement of training for church multiplication?

Seven levels of mentored church leadership

1. Moses (you, a national leader)
2. 70 Elders of Israel
(your regional coordinators = many generations of leaders)
3. Leaders of **1000** households
(zone coordinators = several generations)
4. Leaders of **100** households
(many churches = three or more generations)
5. (Unpaid) Leaders of **50** households
(1 church + daughter church = two generations)
6. (Unpaid) Leaders of **10** households
(1 church = 1st generation)
7. (Unpaid) Assistant leaders
preparing to reproduce a new cell or church.

Third skit: Mister Tradition comes to you and explains that his nephew has graduated from bible school and needs a job: “Can you, please, make my nephew a coordinator in the church planting movement?” Ask the participants how to reply to Mr. T. Then explain to Mr. T. that no one in the system rises through the ranks by starting reproducing churches and mentoring those who train new generations of leaders. Thus, no one gets authority or a salary by being hired or appointed.

Discussion: What are the main hindrances to grassroots leaders implanting plans to plant new cells and churches? (Differences in language, cultural, class, caste and financial support.) Mentors who come up through the ranks have little difficulty training and motivating new leaders who come from a same or similar background.

Group work:

- Diagram the structure of the workers who report to you; include those whom they mentor or supervise.
- Show how you could change the structure to put productive leaders in charge of mentoring others.
- Plan to launch many new cells and churches through unpaid, local workers.

12. Monitor pastoral training outcomes

Learning objectives: Participants plan to monitor their training outcomes.

T&M studies: 28 Review

Key verse: “I sent to learn about your faith, for fear that somehow the tempter had tempted you and our labor would be in vain. But now that Timothy has come to us from you, and has brought us the good news of your faith and love and reported.” *1 Thessalonians 3:5-6*

Opening skit: Several church planters talk together about their churches. “Most of my churches have stopped meeting.” “The cults have stolen away several of our new believers.” “Some Christians are going to sorcerers to find help in magic.” “Some shepherds only talk about money and demand offerings.” “Many lost folk want to know about Jesus, but the Christians are afraid to tell them.”

Discussion: According to the Book of Acts, the apostles knew where the gospel was going, which ethnic communities were being evangelized, and how much the churches were increasing in numbers and multiplying.

Bible discovery: Have work groups read **1 Thessalonians 3** and answer this query: “**What actions did Paul undertake, to improve his ministry outcomes?**”

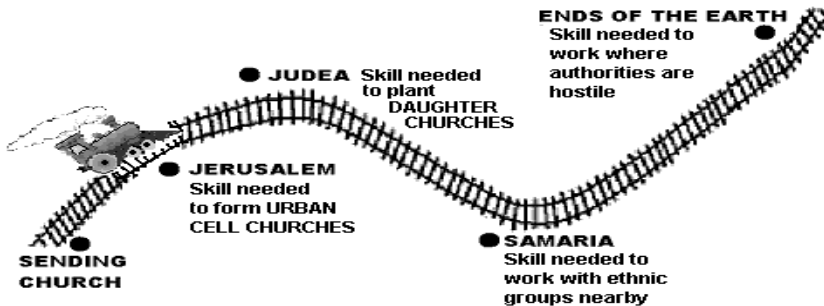
Summary: Paul remained at Athens and sent Timothy to strengthen believers, to learn what had happened, and to return and make a report. This allowed Paul to praise God and to intercede, then to plan how to complete what was lacking in the churches. He knew that some of his own eternal rewards depended on this.

Bible Discovery: Have work groups read different passages: **(A)** Act 2:41; Act 2:47; **(B)** Act 5:14; Acts 6:1, 7; **(C)** Act 9:31; Act 11:24; **(D)** Act 12:24; Acts 13:48-49; **(E)** Act 16:5; Act 19:20; **(F)** Rom 15:18-21; 2 Co 10:12-18. Have them reply to this query: **What kinds of facts did the apostles gather to monitor ministry progress?**

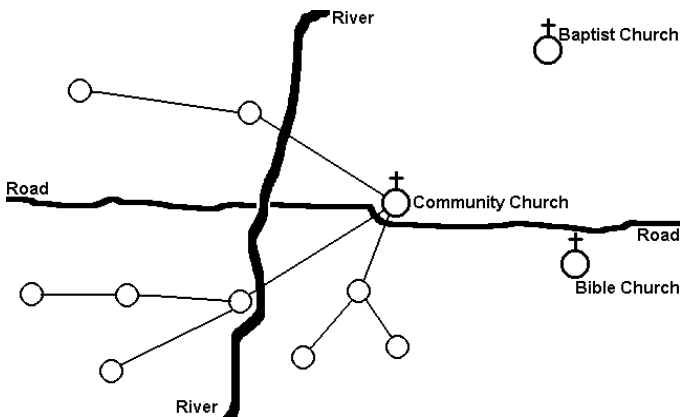
Discussion: Affirm all good replies, especially these: (A) Numbers saved and baptized; (B) Men and women added, disciples increasing and multiplying, social classes; (C) regional multiplication and

increase; (D) increase and multiplication of the message within regions; (E) quality and quantity of new churches, rates of increase; (F) neglected regions and ethnic groups penetrated, spread within regions and extension beyond current regions.

“You will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.” Acts 1:8



Discussion: Those who mentor leaders for church multiplication draw maps showing where cells and churches are located. Those maps also reveal neglected regions and communities where more churches are needed.



Group work: **(A)** Identify some of the kinds of information you require from apprentice leaders, in order to improve church ministry and to plan for growth. **(B)** Procure or draw maps of your region and show reached ethnic groups and neglected ones. **(C)** Plan to reproduce existing churches into neglected regions and indicate which ones should extend where. **(D)** Design a report form that apprentices can fill in showing increase, progress and multiplication.

13. Train leaders to face persecution

Learning objectives: Participants plan to prepare believers to face persecution.

T&M studies: 62 Wolves.

Key verse: “Through many tribulations we must enter the kingdom of God.” *Acts 14:22.*

Opening skit: Have several participants sit in a tiny group. Tell them that they are a cell gathering, and designate as a leader who is to read a bible passage. At a given signal from you, two other participants run to the tiny group shouting, “This is an illegal meeting. Who is your leader?” The seize the leader and drag her away, shouting, “We will arrest the rest of you another day!”

Discussion: This kind of thing happens 100s of times every day, round the world. What kinds of persecution to you have in your region?

Another skit: Several church planters talk together about recent persecution. “The civil authorities have declared our cell groups to be illegal.” “Religious authorities have issued an ultimatum: all Christians have 30 days in which to convert to the other religion.” “Our church planters are in jail, and the police are looking for me.” “When our church sings and shouts, some neighbors get angry and beat up our members.” Exclaim: Oh, my! What shall we do? Ask the workshop participants what they would do.

Bible discovery: Have work groups read through **Matthew 10:16-25** and reply to this query: **What are several guidelines from Jesus for those who face persecution?**

Discussion: Approve of all good replies, especially these:

- Expect opposition.
- Bear witness of the gospel.
- Show no fear.
- Speak from the Holy Spirit.
- Aim to endure till rescued.
- Admit that you are disciples of Jesus.
- Flee from persecution, if you can.

Discussion: What are some ways to avoid unnecessary persecution?

- Show respect to all.
- Employ quiet methods.
- Keep all laws that you can.

What are some other points of advice for when persecution happens?

- Inform intercessors.
- Report it to higher authorities, who may be able to intervene.
- Know where to find workers' official papers.
- Review ministry methods.)

Elements of secret church gatherings

1. Pray often for God's covering and protection of gatherings
2. Change location, day and hour often for gatherings
3. As a gathering grows, break it into separate gatherings
4. Keep Bibles and literature out of sight, coming and going
5. Wear ordinary daily clothing without Christian symbols
6. Speak, sing and teach in low voices, without loud music
7. Have no religious symbols or traditional church furniture
8. Keep foreigners away. Avoid bragging in media about gatherings.
9. Leave at staggered times and go in different directions
10. Make a note of who was always present before police raids happened

Group work:

- Work together on writing a lesson on persecution to be taught in churches.
- Plan what you will do when Christians are arrested or persecuted.
- Hold secret gatherings during this workshop, in which you practice quiet methods; appoint someone as a spy who will try to find your gatherings.
- Train apprentices in secret methods that they and others can imitate easily.

14. Enroll trainees in Train & Multiply®

Learning objectives: Participants understand the T&M license and follow guidelines on how to employ T&M study materials.

T&M studies: Student activity guide, pages 9-11

Key verse: “Let there be a sworn pact between us, between you and us, and let us make a covenant with you, that you will do us no harm, just as we have not touched you and have done to you nothing but good and have sent you away in peace.” *Genesis 26:28-29*

Opening skit: A mentor meets with an apprentice. “Now that you have started training other apprentices, as I train you, you must enroll them in the T&M course. Let me show you how to do so, here in the Student Activity Guide. Have each apprentice read T&M study #24, ‘Pastoral training and you.’ Explain to your apprentices the guidelines on use of T&M training materials.”

Discussion: Guidelines for use of T&M materials: Share materials only with those whom you enroll. Only share one study at a time. Provide a SAG and a set of studies with each apprentice who trains others, in turn. Do not distribute T&M studies without mentoring, and do not employ T&M studies in classes at church or at school. When other ministries want copies of T&M studies, refer them to www.TrainAndMultiply.com

Bible discovery: Have work group members read together **Acts 19:7-10** and answer this query: **How can training ensure that an entire province hears the Word of God within two years?**

Duties of mentors

1. Enroll leaders in T&M
2. Keep mentoring appointments
3. Follow the basic steps of the mentoring process
4. Keep records of mentoring sessions by date, name and plans made
5. Listen to apprentices before making assignments and plans
6. Pray for apprentices and their churches to succeed and reproduce
7. Supply apprentices with T&M training materials

Duties of enrolled apprentices

1. Keep mentoring appointments
2. Write down plans
3. Implement agreed plans
4. Report on churches' urgent learning needs and opportunities
5. Pray for their churches to reproduce
6. Enroll new workers in T&M
7. Mentor new leaders of new cells and churches

Discussion: How many apprentices can you mentor at a time? (No more than six.)

How many can you mentor in a same session? (Only as many as you have time to hear and help plan.)

How soon can an apprentice start mentoring others? (As soon as someone else is willing to start or lead a cell or church.)

What to do if an apprentice fails to implement his plans or fulfill his assignments. (Most such will stop coming for mentoring. If an apprentice fails once, then make an easier plan. If his failure becomes a habit, then stop mentoring him, until he 'get serious' and asks to start again.)

Summary: Enroll a few willing learners and start mentoring them. Teach them character, knowledge and skills for immediate implementation. Provide them with appropriate materials from T&M and other sources. Empower them to do the same with others, as soon as they find willing learners.

Group work:

- Give a name to your mentored training of apprentice leaders of new cells and churches.
- Name those whom you will invite to enroll in a T&M course, and name who will serve as their first mentors.
- Plan to hold a workshop like this one for new mentors. Whom will you invite to attend the workshop? When and where might you hold it?
- Tell where you could maintain supplies of T&M study booklets, who that mentors can find studies that they require in mentoring others.

15. Uphold biblical qualifications of elders

Learning objectives: Participants train those who meet biblical qualifications.

T&M studies: 10 Grow in character

Key verse: “I hope in the Lord Jesus to send Timothy to you soon, so that I too may be cheered by news of you. For I have no one like him, who will be genuinely concerned for your welfare.” *Philippians 2:19-20*

Opening skit: An eager young believer wants to serve Jesus, so he asks Mister Tradition for advice. Mr. T. advises him: “First get a university degree. Next, attend seminary and master abstract theology, Greek and Hebrew. Then get hired as a salaried pastor and preach theologically-sound sermons. Preaching remains the highest calling and is the most that God demands.”

Bible discovery: Have half the work groups read **1 Timothy 3:1- 13** and answer this query: **What are the qualifications of elders in mature churches?**

Have the other half read **Titus 1:5-9** and answer this query: **What are the qualification of elders in new churches?**

Discussion: Affirm all biblical answers, especially those in the chart on the next page.

Discussion: Elders or shepherds of new churches may be recent converts, but they must show good character; they may not be good teachers, but they must be willing to exhort others from the Word of God. Elders or shepherds of new churches may not yet be ordained, so do not call them “pastor.”

Three levels of maturity (1 John 2:12-14)

“Fathers.” Mature. Fully qualified.

These be ordained as overseers or deacons.

They should be mentoring “youth” by training them with T&M.

“Youth.” Faithful. Partially qualified.

These may serve as apprentice church planters or provisional elders.

They should be starting or leading cell or new churches.

“Children.” Learning obedience. Unqualified.

These may be heads of their own household.

These should be supervised by a T&M apprentice.

Qualifications of church elders

Qualifications	New church Crete (Titus 1:5-9) “Elders”	Mature church Ephesus (1 Timothy 3:1-7) “Overseer”
Character	Is appointed	Aspires
	Above reproach	Above reproach
	True to one wife	True to one wife
	Not wild living	Respectable
	Not rebellious	Not contentious
	Not self-willed	
	Not quick-tempered	Gentle
	Not addicted to drink	Not addicted to drink
	Not violent	Not violent
	Not greedy	No love of money
	Hospitable	Hospitable
	Love the good	Good reputation
	Sensible and just	Prudent
	Devout	Not a new convert
Self-controlled	Temperate	
Skills	<i>Hold fast to the Word</i>	Able to <i>teach</i>
	Able to exhort	Manage house well
	Children who believe	Children under control

Adapted from Smith, Steve & Ying Kai, *T4T: A Discipleship Re-Revolution* (WIGTake Resources, 2011), Kindle 55-57.


Group work:

- Write down the names of your church members who meet the biblical qualifications for elders in new churches.
- Write down the names of members who meet the biblical qualifications for mature church overseers and deacons.
- Put a mark beside the names of those whom you will invite to assist you in the work of your congregations, while you mentor them.
- Also mark names that you will offer to mentor to start cell groups.

Appendices

Integrate abstract doctrine with action plans

An Integrated Curriculum

		What one does (activities)														
What one learns (content)		Witness	Baptize	Fellowship	Care of needy	Use spiritual gifts	Oversee	Give	Worship	Break bread	Counsel	Plant churches	Train shepherds	Disciple nations	Apply the Word	
	Bible Intro.															X
	Old Test.			X					X						X	
	New Test.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
	Doctrines															
	Sin	X							X		X				X	
	Salvation	X	X	X										X		
	Holy Spirit, etc.		X	X		X								X	X	
	Church life		X	X		X	X	X	X	X	X					
	Missions	X	X									X	X	X		
	Church History															
	Ancient	X					X		X					X		
	Medieval	X					X									
Spiritual life, etc.					X		X		X	X						

Write more X marks where you will teach about doctrines while mentoring

Announce the original, apostolic Good News

1. This is the Good News that Jesus commanded and that his apostles announced.
2. God has fulfilled all that his prophets foretold in the Scriptures would come to pass.
3. God sent Jesus, his promised Messiah, and anointed him with his Holy Spirit and with power.
4. Jesus went about doing good and healing all who were oppressed by the devil.
5. Although Jesus was the holy and righteous one, lawless men killed him by crucifixion.
6. It was God's plan for his Messiah, the Author of Life, to suffer and die, for human sins.
7. Afterwards, men buried his body in a tomb.
8. Three days afterwards, God raised his servant Jesus from death back to life.
9. Jesus appeared for many days to many who knew him.
10. God has given assurance to all men but exalting Jesus up into heaven as Lord and Savior.
11. God commands everyone to repent from wickedness, to turn from the power of Satan to God.
12. All must repent from their old ways and start following Jesus.
13. Get baptized, every one of you, in the name of Jesus Christ.
14. God will forgive your sins in Jesus' name, free you from everything, and makes you clean.
15. Jesus will also raise you back to life, when he returns.
16. God is going to judge everyone by Jesus whom he appointed Judge of the living and the dead.
17. Jesus has commanded his followers to tell this message to all kinds of folk everywhere.
18. Witnesses saw him being exalted into the sky.
19. God chose these men to serve as witnesses to these things.
20. God gives his promised Holy Spirit, with power, to those who obey Jesus.

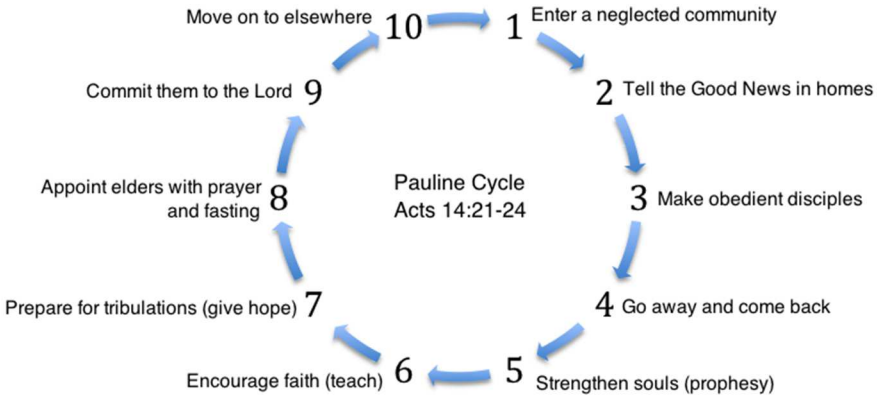
Hold regular discipleship-training seminars



Include these elements of a discipleship-training for all believers:

1. Discover in the New Testament, several of Jesus basic commandments.
2. Practice telling those commandments, using words, pictures, songs, poetry or drama.
3. Practice telling in you own words how you and your household obey Jesus.
4. Practice together (a) discovery bible study, (b) mutual prayer, (c) taking the Lord's supper.
5. List names of folk to whom you will teach these commandments. Pray for them by name.
6. Report on what happened when you began making disciples. Rejoice together.
7. Report any questions or difficulties you encountered. Learn how to address these.
8. If folk have begun obeying Jesus, then plan to help them become a little church or cell group.

The Pauline Cycle from Acts 14:21-24



Introduce elements of NT church worship

Acts 2:42

Teaching: prepared messages, spontaneous messages, bible reading, discussion, evangelism, counsel, recite creeds, review Jesus' commandments, sing truth

Fellowship (sharing): Give offerings, tell needs, respond to needs, report on ministries, give testimony, plan outreach

Breaking of bread (the Lord's table): Confess sins, grant forgiveness, restore members, celebrate communion, sing

Prayers (for): Each other's needs, healing and deliverance, church ministries, authorities, the unreached, thanks and praise to God

1 Corinthians 14:3, 24-33

Prophecy. This is the most edifying of ministries and all may do it.

Hymns. All forms of music, song and dance.

Lessons. Prepared messages from the Bible and practical wisdom.

Revelation. Insight that the Holy Spirit grants as needed.

Tongues & interpretation. A sign for unbelievers (14:23).

Prophets. Those who are recognized as gifted speakers.

Common practices in church-planting movements

1. There is a visionary leader who has an endearing personality and inspires others.
2. There is huge dependence on prayer and gifts of the Holy Spirit to make things happen.
3. Evangelism is designed to find "persons of peace" whom God has prepared for repentance.
4. Households remain the main venue for evangelistic and discipleship activities.
5. New groups become churches by their obedience to some subset of Jesus' commandments.
6. The main training method remains one-on-few mentoring with coaching.
7. Everyone who proves responsive and dependable qualifies for mentored training.
8. Evangelism and disciple-making employ the Bible, usually with no other materials.
9. Leaders share books, manuals and materials with their apprentices, as needed.
10. Every leader has a tiny number of apprentices with whom they share their authority.
11. Leader-trainers maintain accountability to a fourth generation, often far beyond.
12. Obedience to Jesus and to the NT remain more urgent than correct theology.
13. Teach new leaders what they need for immediate implementation.
14. Teach imitable methods that local folk can afford and find culturally appropriate.
15. Every worker reports on progress, and top leaders compile reports, draw maps and make plans.
16. Outside finances apply only to strategic training and conferences, never to pastoral salaries.
17. Plans and structures change often; gifted leaders do not.
18. New leaders mostly come from the grass roots and know how to motivate others.
19. Evaluation asks, Is it a biblical requirement? Is it reproducible, here? Is it affordable?
20. Quantitative increase remains one of several measures of qualitative growth.
21. There are no gender, education, language or monetary qualifications for leadership.

Glossary of special words

Activity guide. See Student Activity Guide.

Apprentices. Those who are trained by a mentor while leading their own churches and cell groups.

Authority. The power that Jesus has to command others. Jesus delegated authority to his apostles to instruct and give orders to churches. Mentors grant authority to apprentices to perform pastoral duties and to lead churches in obeying all of Jesus' commandments.

Bible discovery. Several persons, such as a household, read together from the Bible, discuss together what they learn from their reading, and decide together what they will do about it.

Cell, cell group. A little church that remains part of a bigger church.

Church. Jesus Christ spiritually present in the midst of a gathering of his disciples, who love him and seek to obey his commandments. A church can consist of any number of disciples.

Coordinator. An experienced mentor who supervises several generations of mentors.

CPM. Church Planting Movement. Wherever churches are reproducing to at least four generations of new churches and pastoral leaders.

Disciple. Anyone who seeks to follow Jesus Christ by obeying his commandments.

Disciple-making. Teaching others to obey the commandments of Jesus, usually within a church.

Elder. A mature Christian who has been appointed to serve a church. In new churches, elders may not yet be well trained. In mature churches, elders may have to be ordained.

Empower. Delegating one's authority to another to put into practice their knowledge and skill.

Generational. Leaders who were trained by others in a recognized line of accountability.

Leader. See Pastoral leader.

Mentor (noun). A pastor or other church leader who trains new church leaders through mentoring.

Mentor (verb). To train new leaders who plant and lead new cells and churches, by listening to their reports, planning with them for immediate application, assigning studies related to urgent learning needs, reviewing their progress and praying with them.

Monitor. To track progress by keeping records, measuring outcomes, reporting statistics, compiling results and mapping new church plants.

Multiply, multiplication. To reach third and higher generations of through reproduction. Believers, disciples, churches and leaders multiply by training leaders who do the same with others also.

Obedience. Practicing the commandments and teachings of Jesus and of his apostles, because of love for him. Obedience authenticates true faith. It is different from legalism.

Ordain, ordination. To designate qualified individuals as official leaders of churches, by a public ceremony called “laying on of hands.” Unqualified individuals may exercise leadership provisionally or temporarily, until they are qualified to be ordained.

Pastor, pastoral leader. Any one who is appointed or designated in a church to provide leadership, care, teaching and training to disciples. New pastoral leaders are not yet ordained.

Persecute, persecution. Civil or religious authorities who employ legal means to harass or suppress others because of their religious beliefs and practices.

Reproduce, reproduction. First-generation churches reproduce by starting second-generation churches, and church leaders reproduce by mentoring new church leaders. When reproduction results in a third generation, multiplication has started.

Structure. Various levels of oversight and accountability, ensuring that mentored training and church planting keep on extending into neglected communities.

Student Activity Guide, SAG. The T&M menus, planning guides and indices that help mentors plan training for their apprentices and to choose studies to assign for their reading.

T&M, Train & Multiply®. An approach to mentoring leaders, on the job, for church multiplication, and a set of menu-driven studies suitable to those of any level of education. T&M is edited, copyright and published by Project WordReach. www.TrainAndMultiply.com

Train, training. One experienced leader transmitting knowledge, attitudes and skill to other, less-experienced leaders.

Training chain. Leaders who train by others who train others also, in a recognizable line of accountability, mentoring, planning and monitoring.

Work group. Workshop participants form small groups in which they make plans to implement useful ideas discussed in the workshop sessions. Work groups may also serve as temporary cell groups.

Workshop. A training event, or a series of events, that orients mentors to the principles, practices and materials of Train & Multiply, so that they may more effectively train apprentices.

